

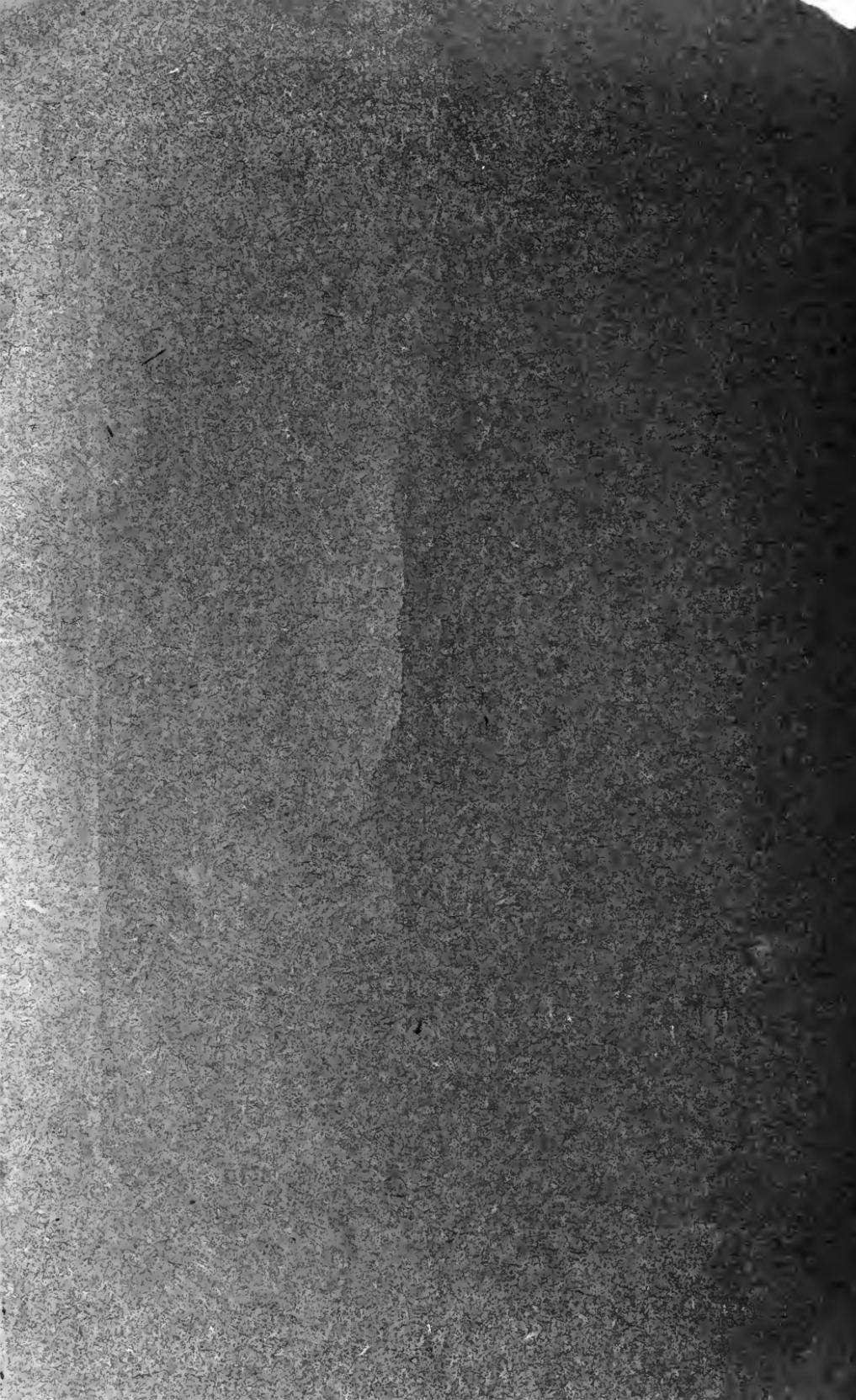
Rev. P. Hassan

PROCEEDINGS
OF THE
SOUTHERN RHODESIA MISSIONARY
CONFERENCE

HELD IN SALISBURY

4 to 6 July 1944





SOUTHERN RHODESIA MISSIONARY CONFERENCE

OFFICERS FOR THE ENSUING PERIOD

President:

The Ven. Archdeacon S. J. CHRISTELOW

Vice President:

The Rev. H. H. BRUBAKER

Secretary and Treasurer:

The Rev. A. A. LOUW Jun.

Executive Committee

The above Officers, together with :

The Rev. E. SUNDGREN, F. T. MEACHAM, H. W. MURRAY, Mr. GARFIELD TODD, Col. Joseph SMITH, the Rev. T. A. O'FARRELL, H. CARTER, A. E. WALDEN, and Sister MURIEL PRATTEN

The next Conference will be held in Bulawayo in June-July 1946

MORIJA PRINTING WORKS
MORIJA, BASUTOLAND

FOREWORD

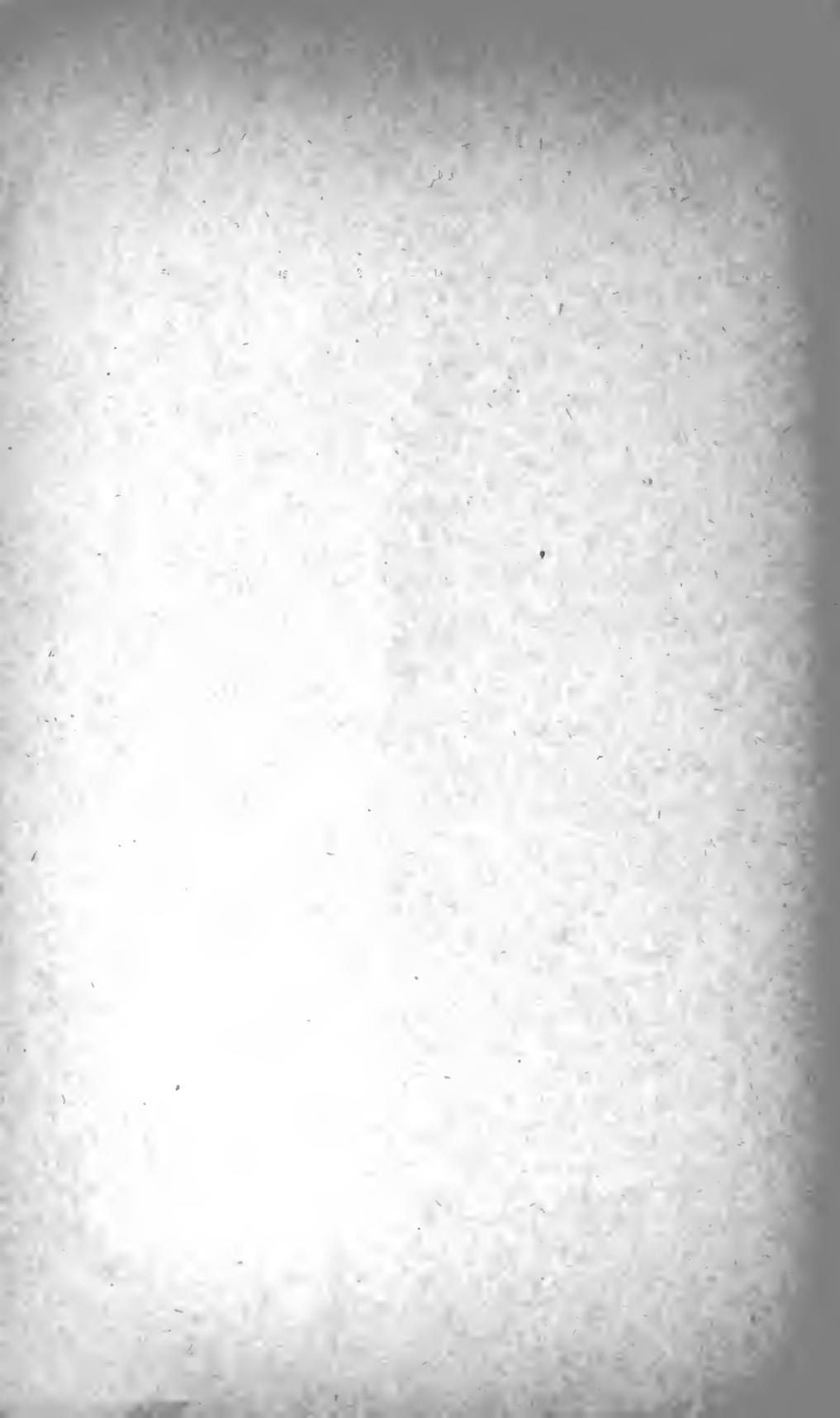
THE 1944 Conference met with the clouds of war still hanging over the world. As there were indications, however, that the terrible conflict was nearing its end, the Conference had the courage to take as the general theme of its discussions "Missionary Planning for the Future". There was a general feeling that it would not only be our duty but also our wonderful privilege as Missionaries to turn the faces of Europeans and Africans from the ruins of a shattered world to those things that abide, those that are worth living for.

Once more, after a number of years, the gathering had the privilege of welcoming in their midst the Honourable the Prime Minister, Sir Godfrey Huggins, K.C.M.G., who had kindly consented to open the Conference. His sympathetic address in which he focussed attention on the sure and steady progress which was being made in the advance of the African, and the sympathetic attitude of the Government and the general public towards this advancement, was much appreciated.

All who attended the meetings came away with new vision and new hope once again to shoulder the burden to which as Missionaries they had been called of God.

Pamushana Mission,
Fort Victoria,
S. Rhodesia.

A. A. Louw,
Secretary.
E. G. WYATT,
Assistant Secretary.



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THROUGH the courtesy of the Methodist Church, Conference met in the Methodist Hall, Salisbury. Sessions were held each morning and afternoon and the days' proceedings were opened by devotions led respectively by the Ven. Archdeacon S. J. Christelow, the Rev. H. H. Brubaker and Col. Joseph Smith.

During Conference greetings were received from the Rev. A. J. Cross, Secretary of the Northern Rhodesia Missionary Conference, the Rev. V. R. Rickland and the Rev. E. G. Nightingale.

Prayerful sympathy was expressed with the Rev. Mr. and Mrs. Paterson and their family over the illness of Mrs. Paterson.

Conference also wished the Secretary to convey to Mr. Rheinallt Jones the deepest sympathy of the Missionary Conference in his recent bereavement with the passing of Mrs. Jones. What she had done so faithfully and fearlessly for the African people in general was greatly appreciated.

1. OPENING CEREMONY AND ADDRESS

The Hon. the Prime Minister, Sir Godfrey Huggins, K.C.M.G., opened the Conference on the first day.

Sir Godfrey paid a tribute to the Missions for the way they had been able to carry on their work in spite of shortage of staff and other disabilities caused by the war. In his opinion our African friends cannot do without their Missionary friends. There was no other agency which was more effective in interpreting Christian ethics to the African than Christian Missions. The schools were of paramount importance, and in this it was essential that the Missionaries must be partners with the Government. In the opinion of the speaker, the schools should not be transferred to the Government at the present stage of the African's development. Considerable progress had been made in the payment of grants, which had been increased from £93,000 to £144,000 in 1944 in spite of heavy commitments on account of the war. The Goromonzi Secondary School was in progress, and it was hoped that it could be opened early next year. With regard to urban areas the Government policy was to establish Government Schools and Sir Godfrey visualized a time when there would be compulsory education for Natives.

The Government also intended training more nurses (male and female), and hospitals as well as more clinics would be erected for Africans. Tuberculosis was on the increase and would be tackled in real earnest. Health and education come first, then the earning capacity of the African would follow.

With regard to the question of self-government, the first step was a form of local self-government by Africans, then representation of Africans by Europeans in the House, and finally representation by Africans themselves. This, however, would take some time.

The Prime Minister thereupon declared the Conference opened.

At the conclusion of the address the Ven. Archdeacon S. J. Christelow, vice-president of the Conference, expressed the sincere thanks of the Conference toward Sir Godfrey for his encouraging words.

2. PRESIDENTIAL ADDRESS

Following the opening address and tea interval, the Rev. Herbert Carter, Conference President, delivered his address.

The President gave a vision of the world-wide mission field, and outlined practical ways in which we in Southern Rhodesia might well advance as part of this plan for the Salvation of all peoples. The Report gave food for thought and was most acceptable. (See Appendix No. 1.)

3. EXECUTIVE REPORT

The Secretary, the Rev. A. A. Louw Jun. next presented the Report of Executive Meetings held since the 1942 Conference.

The Report was accepted as satisfactory.

The Report, inter alia, stated that the Roman Catholic Church had not seen their way clear to re-join the Conference, although they were invited to do so; the Anglican Church had decided not to sever their connection with the Missionary Conference; while the South African General Mission had decided to re-join the Conference.

As it was difficult to get full meetings of the Executive it had been resolved to recommend that alternate members be elected in future. In order to meet the needs for printing and publishing of the different Missions, the Executive had asked Morgenster and Umtali presses to develop in such a way that they could cope with the needs of the Missions.

The Report also recorded the replies received from various Government Departments to the resolutions passed at the last Conference. In response to a request that the number of Missionary representatives on the Joint Conference be increased, the Government had consented to 8 official and 8 unofficial representatives including Africans — 2 members each, 1 official and 1 unofficial, to be nominated by the Roman Catholic Church, the Dutch Reformed Church, the Methodist Church, the Anglican Church, and the Methodist Episcopal Church, and 3 official and 3 unofficial members from the remaining denominations carrying on work in the Native Educational System. (See Appendix No. 2 for full report.)

4. THE TASK OF THE CHURCH IN MISSIONARY PLANNING

Mr. Garfield Todd addressed the meeting on this important topic. He said :—

“Christ made the Church his representative on earth, and we have unity in Christ, but are looking forward to the time when we shall be united in one body. As a body of Christian people we can claim the world for Christ. We must have a world outlook, and take courage when we consider what is being done in other countries. In all countries there must be many who believe in Christ and have been martyrs for Christ. Christ had a world plan, but came down to the individual. So the efficiency of the world church depends upon the individual. In Rhodesia we also have the Church, but we are sometimes inclined to think of the Church as in two parts—the Missionaries and the Africans. There are, however, signs that the time is coming when Europeans and Africans will work together in disseminating the Gospel in the world. As the African Church develops we shall be able to use every African who is in Christ in building up the Church. The future would not be very bright if we depended only upon the European Missionary. We have to keep our eyes on the Master-plan, and we take that plan from His Word. First and foremost the Church is here to save the souls of men, but the Church has other responsibilities also—to lead men to an abundant life. Our greatest contribution will be to find a great number of men and women to carry on the plan of Christ. Christ prayed for the world, that all may be one, and that the world might believe that the Father had sent Him.”

5. FUTURE DEVELOPMENTS IN MISSIONARY PLANNING

As the time of the Conference was very limited, the Rev. H. Carter outlined very briefly what he had in mind regarding Southern Rhodesia's share in Missionary Planning for the Future. It was clear that we should not stand alone. The International Missionary Council was organizing regional conferences and also an all-African Conference after the war. We had also been in touch with the Christian Council of the Union. It was clear that we should take part in the regional conferences, and with this in view it will be best for us to collaborate with the Christian Council in the Union. The Union Council was already working on a definite programme, and we could not do better than fall into line with them. Conference agreed with the views as expressed by the President, and proceeded to appoint the following as convenors of Committees to be established to investigate the phases of Missionary work assigned to them :

EVANGELISM
EDUCATION
WOMEN'S WORK
LITERATURE

Rev. Dr. W. J. van der Merve
Rev. G. E. Hay Pluke
Miss I. Scovill
Rev. S. K. Jackson

| | |
|-----------------------------|--------------------------|
| SOCIAL AND ECONOMIC WELFARE | Rev. P. Ibbotson |
| MEDICAL WORK | Dr. O. Nordesjö |
| YOUTH MOVEMENTS | Rev. H. H. Morley Wright |

The suggestion was also welcomed that in these committees Africans be asked to collaborate.

6. THE AFRICAN CHRISTIAN HOME

The Rev. S. K. Jackson had collected information from Conference Members as to what they were doing to teach the African the way of Christian living in their homes. It appears that whilst something is being attempted, the need remains for more concrete and continuous instruction to be given.

In his paper, Mr. Jackson said :—

“Our main concern as Missionaries is what we in our work can do to help the Africans to be a better father and husband, a better wife and mother, in their homes. It is our privilege to teach them not the European way of family life, but to tell them what God has revealed to us all in His Word, to make it clear what the full implications of the revelations of God are as regards the family. In order to do this effectively we must also study the African’s background and point of view. In the African’s married life the husband lives with his wife but is not her companion ; mutual trust is usually lacking. The husband is the dictator, the wife is of value only in so far as she bears children. Marriage has no religious content, but is influenced largely by the belief in unseen forces. In general we have tried to apply our Christian teachings to the whole life of the individual but very little specific instruction has been given anywhere.”

In conclusion the speaker offered the following recommendations :—

That we should deliberately in our teachings bring home the message of the relationship of those in the home, that we ourselves must discover anew the full content of the light which God’s revelation sheds on marriage and the duties in the home, that special schools be opened for girls and mothers where the implications of marriage and home life can be taught, that at catechumen classes, quarterly meetings, etc., this subject be specifically dealt with, that in schemes for religious instruction a course on this subject be distributed to as many as possible, and that at the wedding ceremony a short talk be given on this vital matter.

Amongst the literature used by the leaders the following were mentioned :

| | |
|-------------------------------------|--------------------------------------|
| <i>Home Duties</i> | (Colportage Assoc., Chicago, U.S.A.) |
| <i>How to have a Happy Home</i> | (Colportage Assoc., Chicago, U.S.A.) |
| <i>The African and his Sex Life</i> | (Mr. Curtis) |
| <i>Buku ya Madzimai</i> | (A book for Mothers) |
| <i>Mhuri yo Mukristu</i> | (The Home of a Christian) |
| <i>The Passing of Polygamy</i> | |
| <i>The Hygiene of Marriage</i> | (Isabel Hutton) |

Reference was also made to the plans being made at the Lovedale Bible School for training African women in Christian home-making. Several members took part in the discussion that followed and useful suggestions were made.

7. MARRIAGE AND THE ENABLING CERTIFICATE

An interesting discussion took place on a motion tabled by the Dutch Reformed Church on this matter, whereupon the following resolution was passed and the question was referred to Executive for further consideration and action.

"In view of the fact that considerable inconvenience and very often real hardship is caused by the requirement that the parties wishing to marry according to Christian rites have to obtain the Enabling Certificate first from the Native Commissioner and a wrong conception of Christian Marriage is given to members of the Church, and it has moreover proved ineffective in achieving its intended aim, this Conference earnestly requests the Government to amend the regulations in such a way that it will be possible for a recognized Missionary Marriage Officer to marry the parties without it being necessary for them to appear before the Native Commissioner."

8. SOCIAL SECURITY IN RELATION TO THE AFRICAN

A most informative address on this topic was given by the Social Security Officer, Mr. F. T. Russell.

Social Security, he said, meant making men and women safe in society. Poverty in South Africa among Africans was due to their low earning power. The prosperity of this country was transient as it was founded on gold and the cheapness with which it was procured. There were 30,000 Europeans and 300,000 Africans in employment in Southern Rhodesia, a ratio of 1 to 10. It was generally believed that the solution lay in secondary industries. But then the goods would have to be sold in the local market, and this could only be done if the earning power of the African is raised, so as to enable him to earn a higher wage. In order to achieve this we must get on with the problem of health and education for the African. We need Africans in all departments of life, and yet some 40 per cent of the Native children of school-going age do not attend school, and 90 per cent never get to Standard I. Primary education must be given to all African children and secondary education to all who can benefit by it. The vote for African education must be increased to at least three quarter million pounds. Old age pensions will have to be paid out to those detribalized Africans who will never again return to the reserves.

At the conclusion of the address the President warmly thanked Mr. Russell for his very interesting thoughts which were highly appreciated.

9. FUTURE OF BANTU CULTURE

EXHIBITION AND LITERATURE ARRANGEMENTS

The Rev. E. Paterson gripped the Conference by his address which was illuminated with many pithy sayings.

He said that when the European thinks about his culture he means three things :—

- (1) that it is a thing of the past—the impress made by the passing of a people through time ;
- (2) that it is a thing of the present—a system of values and conduct from which he draws strength in the present time which enables him to be worthy a member of the race ; and
- (3) that it is a thing of the future—a prophetic achievement—something one strives to be worthy of.

And at the root of it there is the particular facet of God which we worship and the demands He makes upon us. Our culture, then, is our record, our strength, and our hope derived from what we understand of God's work amongst us.

When we turn to African culture we need to approach it in a spirit of humbleness about our own and an appreciation of theirs—we should consider, not what it means to us, but what it has meant to them to create.

Mr. Paterson illustrated his remarks with references to Bantu architecture, the American negro dances, and so on.

He continued, we must not dare to say we give the African the whole of Christ. Indians, for example, have said to us—"We want Christ, yes ; but Christianity, no." We give to the Bantu what we have understood of God's revelation in Christ ; we should be prepared to receive back from the Bantu the discoveries they make in the knowledge of Christ, and to put these discoveries into the common store. Regarding the idea which we sometimes cherish, the idea of the type of Bantu we are aiming to make, Mr. Paterson had some pungent remarks to make. We know, he said, that the Bantu to-day, giving their hearts to God, are complete for to-day in God's service—to-day he is a full man in Christ. And he pleaded that the Catholic faith is a thing as wide as life, not as narrow as the Churches, and that Christ asks for the whole man, all that man lays his hand to, in all that his mind conceives, and that we "open our doors" to permit the inspiration of the Holy Spirit to sanctify all Bantu strivings.

The record of the clash of our culture with the cultures of primitive peoples is a dismal one : there is a smothering of indigenous crafts by the superior products of our factories. We have taken away the Bantu's power to stand before God on his own cultural legs and to say "This I have made, for you, this is my creation to my Creator, from me."

Here in Southern Rhodesia there were the Mashona peoples settling down to an agricultural life, with arts and crafts far superior to those of purely nomad peoples. Then came the Matabele nomads whose culture

was the rhythm of the body, the spoken word, and the accoutrements of war.

History teaches us that the Matbele would have conquered the Mashona and that the Mashona would have won the cultural war, but we came—not nomads, but a developed industrial people on the look-out for raw materials—to spread before the astonished Bantu our achievements. And overnight, almost, their crafts died.

Whilst we must face the facts and recognize that we have changed his background, the speaker said that we must restore to the African his self-respect. "We want, not his gratitude, but his collaboration", and our duty, therefore, is to give him a footing in the cultural things we find necessary, such as art, music, poetry, architecture, literature, and so on. In order to help the Bantu to get back his self-respect Mr. Paterson suggested that society must be roused to action in such matters as shows, Eisteddfods, where the emphasis would be on original works; that the handwork syllabus in the schools be "sane and practical"; and that interest be roused in contributions such as are printed in *Nada* and elsewhere.

At the conclusion of this address it was recommended that at the next Conference there be an exhibition of Bantu art, and also a literature stall dealing with this wide subject.

10. AFRICANS AND EYESIGHT

The Conference had the privilege of listening to a talk by Mr. King, a local optician. During his fourteen years in Salisbury, Mr. King had examined 400 Natives, and had found that many came to him who did not need glasses. Those over 40 years of age were legitimate cases, but he thought Missionaries could help by trying to send only genuine cases to the optician. A person who could read letters which were half an inch in height at a distance of 20 feet was generally considered normal.

11. AFRICANS AND THE SCRIPTURES

SHORTAGE OF SCRIPTURES OWING TO THE WAR

Mr. T. P. Bevan, Secretary for the British and Foreign Bible Society, conveyed greetings of the Bible Society. Mr. Bevan explained how war conditions were hampering publications of the Bible in many ways, yet they were glad that it was possible to go on in spite of the war. For Southern Rhodesia portions of the Bible in five languages were now actually in the press. The Bible Society was prepared to publish extracts from the Old Testament in one volume provided the Missions could agree on the portions required. The Rev. John March was thereupon asked to find out from the different Missions what portions they considered might well be incorporated in such a volume.

12. LITERATURE

The following motion from the Dutch Reformed Church was referred to the Committee on Literature.

"This Synod recommends to the Missionary Conference the need for the appointment of a Literature Committee of the Conference to co-ordinate the work of the Missions in the production of literature, with special reference to the preparation of text books for use in African Education."

13. A COMMON BIBLE SCHOOL

A Sub-Committee having been elected by the last Conference to explore the possibilities of a United or Common Bible School being established, the Rev. Mr. Pluke (convenor) presented a short verbal report on the situation.

It had not been possible to do much, as the Committee had not been able to meet.

The Conference now asked Mr. Pluke to draw up a tentative scheme for a Common Bible School, and to submit this to the Executive.

14. REGISTRATION OF EVANGELISTS AND NATIVE MINISTERS

The following motion, proposed by the Rev. F. T. Meacham, failed to secure a seconder and fell through :

Resolved that this Conference recommend to the Government that African Evangelists and Ministers be registered and be responsible to some recognized Missionary Body."

15. UNITED SERVICE AT NEXT CONFERENCE

The following resolution was adopted by the Conference, and referred to the Executive for consideration and action if possible :

"That the next meeting of the Southern Rhodesia Missionary Conference begin on a Saturday and that on the Sunday a United Service of Worship of Almighty God be held in some place of worship."

16. MISSIONARY CONFERENCE AND SPIRITUAL LIFE

The following motion, proposed by the Rev. R. Holderness and seconded by the Rev. A. A. Louw, was adopted by the Conference, and referred to the Executive for sympathetic consideration and action at the next Conference if possible :

"This Conference urges the Executive that time be set aside at the next Missionary Conference for self-dedication to God for fellowship with one another in Christ, and for the study and planning of evangelistic action under the guidance of the Holy Spirit."

17. NATIVE EDUCATION

(a) THE RELATIONSHIP BETWEEN MISSIONS AND THE GOVERNMENT IN AFRICAN EDUCATION

In his paper on this subject, Mr. F. L. Hadfield said :

Up to the present the relationship between the Missions and the Government have been very happy, because we have a Government and leaders who have been in sympathy with the spiritual uplift of the Africans and not only in secular education. It will always be the function of the Church to teach religion but to-day many of our teachers are not Christians, and we have to keep this in mind. There has, however, been one serious defect ; school and Church have been confused.

Those educated at Mission Schools are not necessarily Christians. The African wants schools, and sometimes thinks that he does not need the Missionary unless he is able to provide schools. Government on the other hand insists upon teachers with teachers' qualification. And in this way even Missions are sometimes led to take the wrong attitude towards the school. Emphasis is not laid on Christian teaching.

European education is free ; so the Africans are demanding this too.

Mr. Hadfield told Conference of his investigation amongst the (African) Staff of the *Bantu Mirror* regarding their views and aspirations on education. There seemed no doubt but that at the present juncture a number of the more educated Africans felt that education was a service which only the State could adequately supply, but to the question whether education should be taken over by the State the speaker answered emphatically—no. The solution seemed to lie in the direction that the Government should extend along the lines they have begun, while Missionaries should give themselves more and more to their spiritual task.

Conference listened with close attention and considerable discussion followed as this is a subject that is very much in the minds of Africans, Missionaries, and others.

(b) GOVERNMENT RESPONSIBILITY FOR AFRICAN EDUCATION

Mr. Garfield Todd, convenor of the Sub-Committee appointed by the 1942 Conference to investigate and report on Government responsibility in regard to African Education, presented the findings of the Committee which met in Bulawayo in February 1944 and was composed of both Europeans and Africans, in addition to the President.

Many took part in the discussion which occupied part of two days.

Committee's recommendations modified or amended where considered advisable, were accepted and embodied in the following resolutions :

1. The Missionary Conference declares its conviction that the Government of the Colony should assume financial responsibility for Native Education, which will include the following :—
 - (a) That the Government shall assume full responsibility for the payment of teachers' wages.
 - (b) That grants shall be made for the erection and maintenance of school buildings, or rent shall be paid for the use of such Mission-owned buildings as are deemed suitable for educational purposes, and are so used by mutual agreement between the Mission and the Government.
 - (c) Permanent equipment shall be provided or grants made for the purchase of same.
- These three recommendations are made on the proviso that tuition fees shall not be charged. It is recommended, however, that a nominal fee might be charged for other school purposes, e.g. sports.
2. Where the needs of a community justify the establishment or continuance of a denominational school, the school shall receive financial support as above, provided that the buildings, equipment and staff are approved.
3. Where the needs of a community can best be met by United Mission Schools, such schools shall receive financial support as above, and be controlled by a Committee representing the denominations combined.
4. Where the needs of a community can best be met by undenominational schools, they shall receive financial support as above, and be controlled by a local Committee on which there shall be missionary representation.
5. In denominational and united missionary schools, the Superintendent shall have the right to employ approved teachers and to dismiss teachers, and shall be the agent for the paying of wages.
6. The Conference recommends that in undenominational schools careful attention shall be given to the religious and moral character of the staff.
7. The Conference recommends that Missionary Churches shall form regional committees which shall include Government representation, the functions of such committees to include the advising of missionary bodies working in the area on such matters as the opening and closing of schools, the syllabi to be adopted, text-books to be used, and the general regulating of the schools.
8. In connection with No. 7 above it is further recommended that a missionary educational adviser be appointed in line with Section 36 of Government Notice 358/39, but with full salary and expenses provided by Government.

A further recommendation of the sub-committee was as follows :—
"That the Missionary Conference should recommend to the Government :

- (a) that Native education be placed under a Minister of Education, and,
- (b) that all education in the Colony be controlled by a Board of Education."

Conference gave consideration on two days to these far-reaching proposals and eventually decided to refer the matter to the Executive for further consideration and in the light thereof to recommend what action be taken.

Appreciation

The following vote of appreciation was thereupon passed by the Conference :

"In considering the relations of Missions with the Government in Native Education the Conference desires to express its satisfaction with the statement of the Hon. the Prime Minister in his opening address to the Conference that the present collaboration is to continue and that increased grants have been provided by Parliament.

The Conference also expresses the appreciation of the sympathetic handling and helpful co-operation of the native education department."

(c) FINANCIAL STATEMENT REGARDING GOVERNMENT AND MISSION CONTRIBUTIONS TO TRAINING AND CENTRAL PRIMARY SCHOOLS

As the Rev. Mr. Pluke, in response to a request of the last Missionary Conference, had collected some valuable figures with regard to the above, Mr. Pluke was asked by the Conference kindly to collate the information and submit it to the Secretary for inclusion in the Report of the Conference. (See Appendix 3.)

(d) UNIFORM SCALE FOR AFRICAN TEACHERS

The Sub-committee appointed by the last Conference having duly met and dealt with this matter, Mr. Garfield Todd (convenor) presented the report. It was explained that the Sub-committee had two things in mind : to get a better salary for African Teachers, and to relieve them from the responsibility of getting in school fees.

The recommendations of the Committee with certain amendments were adopted as follows :—

Class C—Primary Schools

1. The new Government grant of £42 per annum for E.T.C. male teachers, and £36 per annum for E.T.C. women teachers, has been designed to meet the wages of these teachers, and from 1 January 1945 it will be obligatory on Missions to pay teachers at these rates. This being so, it is recommended that teachers of E.T.C. and P.T.C. grades be paid the Government rate. In some cases an increase of £3 per annum will be due and payable to the teachers for each five years' service calculated from the beginning of 1939, and also a grant of £16 per annum for Head Teachers of Schools with 4 or more teachers.

2. The only added amount which it may be deemed necessary to pay is an urban allowance, and it is recommended that teachers should be paid 15s. per month extra, with the exception of married male teachers, who should receive 25s. per month extra.
3. It is recommended that teachers with no professional qualification be paid the Government grant plus 10s. for men and 5s. for women per month, plus such added amount as each Mission can add.
4. It is recommended that Missions make no statement regarding increments other than those falling due under the present Government Notice. It is understood that a new Government Notice will be prepared, and the Missionary Conference should make its recommendations regarding increases to the Department.

(N.B. The recommendation that "Wages of teachers in Classes A, E, F, and B Schools be according to the new Government scale of grants" was rejected by the Conference.)

Conference further recommended that the scale for Classes A and B schools be as follows :

Class B—Central Primary Schools

| | |
|-------------------------------|------------------------------------|
| E.T.C. & P.T.C. (men & women) | Govt. Grant plus 10s. per month |
| N.P.L. (men & women) | Govt. Grant plus £1 per month |
| N.P.H. (men & women) | Govt. Grant plus £2 per month |
| Matric plus Teacher's Cert. | Govt. Grant plus £2 10s. per month |

With annual increments for five years as follows :

| | |
|----------------------------|-------------------|
| E.T.C., P.T.C. & N.P.L. | 5s. per month |
| N.P.H. | 7s. 6d. per month |
| Matric and Teacher's Cert. | 10s. per month |

Class A—Teacher Training Schools

Same salaries as Class B and the following scale for higher qualifications :

| | |
|-----------------------------|--------------------|
| Degree | £17 10s. per month |
| Degree plus Teacher's Cert. | £20 per month |

With annual increments for five years of £1 per month

Conference further recommended that the new scale of salaries shall come into operation as from 1 January 1945.

(e) GRANT-IN-AID TOWARDS SALARY OF SUPERINTENDENTS OF KRAAL SCHOOLS

"Where Missions employ full-time Superintendents of Primary Schools, and their work is approved by the Department of Native Education, this Conference requests the Government to make available a grant-in-aid towards the salary of such superintendents."

The above motion from the Dutch Reformed Church was carried by the Conference.

(f) TEACHERS' HOLIDAY CONCESSION FOR SUPERINTENDENTS OF SCHOOLS

"This Conference requests the Government that Superintendents of Primary Schools be allowed the same facilities as Teachers with regard to a teacher's Concession when travelling by rail."

As it was understood that there was no hope of getting any new concession on the railways during the war, the above motion was withdrawn.

18. MEDICAL WORK

(a) GOVERNMENT CERTIFICATES FOR NATIVE FEMALE NURSES

With a slight emendation the following motion from the Dutch Reformed Church was carried by the Conference.

"Where the training of Native Female Nurses is carried out in Mission Hospitals with a resident doctor in accordance with the requirements of the Medical Department, this Conference requests the Government to recognize such training by issuing to such Mission-trained nurses the same certificate as is given to those who have been trained in Government Hospitals."

(b) GRANT-IN-AID TOWARDS SALARY OF QUALIFIED NATIVE FEMALE NURSES

As, in the opinion of the Conference, provision existed for what was being asked by the D.R. Church in the following motion, the motion was dropped :

"This Conference respectfully requests the Government to make a grant-in-aid available for qualified Mission-trained Native Female Nurses in full-time employ at Mission centres."

(c) INCREASE IN MEDICAL GRANT

Resolved that the following resolution be forwarded together with detailed information to be supplied by Dr. Steyn :

"In view of the fact that Medical grants-in-aid at present payable to Missions are inadequate, this Conference requests the Government to consider an increase in the Medical grants to Missions."

19. AGRICULTURE

(a) THE NATIVE LAND BOARD

A summarized report of the activities of the Land Board was presented by the President.

During 1943, 352 applications for land had been received and 306 were approved. However, owing to inadequate staff, a number of farms had not yet been surveyed.

Sixteen sites for religious and educational purposes were granted, and it was again pointed out to members that missions could apply for five morgen for such purposes and if necessary an additional two morgen.

Village settlement schemes were also started at a few places.

Capt. Jennings, Director of Native Lands, also kindly explained certain details regarding the settlement by Africans on the land.

(b) SOIL CONSERVATION

The following is a résumé of an address accompanied by illustrations, given by Mr. E. D. Alvord, Director of Native Agriculture.

Africa was rich, the speaker said, and yet Africans were poor. This was because Africa's tank of National Wealth was leaking in many places. It could only be stopped by education of the head, heart and hand. Soil erosion was very bad in some parts of Rhodesia but it was encouraging to know that there was a staff of 17 Europeans supervising soil erosion work in the reserves. The causes of soil erosion were : improper tillage, bad ploughing, planting the same crop each year, and especially improper and over-grazing. The cure lay in contouring, terracing, judicial crop rotations, and proper grazing. Wooded grass land and open grass land were the only two places where cattle should be grazed. It was a mistaken idea that the presence or absence of forests affects the rainfall. The chief trouble in the reserves at present was that they were hopelessly over-stocked.

At the conclusion of this address the President pointed out that Missions own large tracts of land, and a definite attempt should be made by Missions to conserve and reclaim the soil.

The following resolution was thereupon passed by the Conference :

"This Conference feels very strongly that soil conservation is a sacred duty, and desires to impress on all Missionaries the necessity for giving definite instruction, and for undertaking in collaboration with the Government the necessary steps in respect of conservation and fertility of the soil, and the arrangement and provision of proper pasture."

20. SOUTHERN RHODESIA NATIVE MISSIONARY CONFERENCE RESOLUTIONS

The Native Missionary Conference held its meetings in Salisbury on 4 and 5 July and a number of its delegates attended the closing sessions, of Conference and took part in the discussions.

Resolutions sent up to the Conference, and Conference action thereon are as follows :—

(1) EVILS OF EASY DIVORCE

- (a) This Native Missionary Conference requests the Government to ensure that in all applications for divorce the most careful investigation be made of the alleged reasons why the application is made before granting the divorce.
- (b) This Native Missionary Conference requests the European Conference that the proposed pamphlet or statement on Christian marriage be made available as speedily as possible.

Resolved that (a) be forwarded with the approval of the Conference, and that (b) would be carried out as soon as possible.

(2) NATIVE CATTLE SALES

This Southern Rhodesia Native Missionary Conference requests the Chief Native Commissioner to give attention to a uniform system in all the districts where Native cattle sales are held :

- (a) That the grading system be adhered to at all Native cattle sales.
- (b) That African cattle be recognized in the higher grade if their condition warrants it.
- (c) That a record of cattle sold at each centre be taken so that the owners of the cattle may get the benefit of the bonus.

To be forwarded with the approval of the Conference.

(3) MISSION BOUNDARIES

This Native Missionary Conference urges the European Missionary Conference to amend the present arrangement of boundaries between areas which are recognized as areas in which only certain Churches shall open schools by establishing area committees to look after the educational needs of the people and where possible to prevent the closing of the school on inadequate grounds and encourage the opening of schools which may be needed.

This matter was dealt with by Conference. (See No. 8, par. 7 above.)

(4) EDUCATION

This Native Missionary Conference believes that African education should always have a strong religious foundation and therefore religion should form the central and inspiring principle of the whole life of the school ; but in view of the interest shown by the Africans in education and in view of the favourable attitude of the country generally, this Conference feels that the time is ripe for the Government to undertake the full payment of teachers' salaries with the aim of getting and retaining better qualified teachers, thus making possible the introduction of free primary education which will expedite the removal of illiteracy amongst Africans of this Colony ; and further requests that the Goromonzi Secondary School be started and developed as soon as possible. In order to maintain and improve the Christian character of African schools, this Conference urges the necessity for the employment of trained full-time educationists for the supervision and co-ordination of primary schools.

To be forwarded with the approval of the Conference.

(5) NON-EUROPEAN SUPERINTENDENTS

This Native Missionary Conference requests the Government to pay non-European superintendents one pound per visit when they use their cars.

To be forwarded with the approval of the Conference.

(6) LEGAL AID FOR AFRICANS

This Conference requests the Missionary Conference to request the Federation of Welfare Societies to find ways in which legal aid to Africans could be given.

To be forwarded to the Federation of Native Welfare Societies with the approval of the Conference.

(7) STATUS OF THE AFRICAN TEACHER

This Conference requests the Government to recognize Africans as headmasters in Central Primary Schools when there is an opening, further that the said status should not in any way prejudice the standard of education offered, and furthermore that the Government be urged to recognize for Central Primary status such schools as possess the requisite equipment and staff under an approved African Superintendent or Principal even if no European Superintendent is resident on the station.

To be forwarded with the approval of the Conference.

(8) AFRICAN LITERATURE

- (a) This Conference, in view of the importance of mass education, deplores the scarcity of African literature and requests the Missions to spread propaganda in this connection, and further requests that such Missions as take an active part in producing African literature offer better conditions of buying suitable manuscripts from African authors.
- (b) This Conference requests the Government to continue the spreading of propaganda in Agriculture, dangers of veld fires, soil conservation and other subjects, but wishes to suggest that such propaganda be in the form of vernacular pamphlets which should be supplied gratis.
- (c) This Conference requests the proprietors of the *Bantu Mirror* and the *African Weekly* to publish all vernacular articles in the new orthography to avoid the present confusion whereby pupils are taught the new orthography in school and have to read the papers in the old orthography.

(a) Accepted by the Conference ; (b) To be forwarded with the approval of the Conference ; (c) To be forwarded with the strong recommendation of the Conference.

(9) VACATIONAL COURSES FOR TEACHERS

This Conference humbly requests the Missionary Conference to open Refresher Courses for African Teachers in the Colony with the aid of the Native Education Department. It is felt that there is need for two to be established—one in Mashonaland and one in Matabeleland.

Referred to the Executive for action with the approval of the Conference.

(10) GRADING OF PRIMARY SCHOOLS

This Conference is of the opinion that Primary Schools should be graded according to the development made by different schools with the standard of teaching set in each school and that a special bonus be given to encourage this.

Referred to the Executive.

(11) PRIMARY BOARDING SCHOOLS

This Conference requests the Government to raise the Primary Boarding Schools under Africans to the status of Central Primary Schools when the requirements of the Government are fulfilled even when there is no European resident there.

(In the opinion of the Conference this resolution is covered by No. 7 above.)

(12) TRAINING OF LAY WORKERS

This Conference humbly requests the European Conference to consider the question of starting a Bible School for our Lay Workers similar to the one at Lovedale in South Africa.

This question is being dealt with by the Rev. Mr. Pluke at the request of the Conference. (See 14 above.)

(13) YOUTH MOVEMENT (BOYS)

- (a) This Conference strongly recommends that all Training Institutions in this country should introduce approved Youth Movements as early as possible and that the Southern Rhodesia Scout Council be requested to establish courses for Pathfinder Officers and that the Council appoint an Organizing Officer.
- (b) That in the appointment of Native Welfare Officers in urban areas special consideration should be made as to their ability to run not only the general sports for adults but also Youth Movements.
- (c) That at present Recreation Halls in towns do not provide facilities for the ideal forms of recreation such as indoor games, libraries and various other clubs, and that therefore an immediate effort should be made for the provision of such amenities and recreations to save our youth from joining undesirable companies and we further request the Missionary Conference to consider seriously the need for united Mission Hostels in all towns.

- (a) Was referred to a Committee consisting of the Rev. H. Morley Wright, Mrs. Garfield Todd, Mr. Memuka, and Miss Delaney.
- (b) To be forwarded to Native Welfare Societies and Municipalities and also referred to the above Youth Committee.
- (c) The first part to be referred to the Youth Committee, and the second part to the Executive, together with the following resolution from the Methodist Synod : "Synod requests the Missionary Conference in its

African and European Sections to consider the establishment of Y.M.C.A. hostels in Salisbury and/or Bulawayo. This Synod is anxious to co-operate with other Churches in this matter."

(14) WOMEN'S WORK

This Conference requests the Government :

- (a) To make education free and compulsory for all children of seven to fourteen years of age.
- (b) To assist Missions to establish special domestic science courses for girls who have passed Standard III but are unable to do academic work of higher standards, and for girls who have passed Standard VI and do not wish to take Teachers' or Nurses' Courses.
- (c) To give grants to Women supervisors of Needlework in Primary Schools.
- (d) To establish Hostels for women and girls in towns and villages.

Resolved that this resolution be forwarded without any comment from the European Conference.

(15) MEDICAL WORK

This Conference humbly requests the Department of Public Health and Missions doing medical work in this Colony—

- (a) To increase accommodation in the existing hospitals and clinics and to establish hospitals with full-time doctors and increase Clinics under the supervision of such doctors in rural areas.
- (b) To encourage and increase the number and standard of Orderlies and Nurses in the Government and Mission training schools by offering them better remuneration.
- (c) To provide funds for the training of African doctors who will staff these hospitals and clinics as was the case in some parts of Africa.
- (d) We further request the Government to give attention to better and easier conditions of conveying poor Africans to the nearest hospitals and clinics.

To be forwarded with the approval of the Conference.

(16) ATLANTIC CHARTER FROM AFRICAN POINT OF VIEW

- (a) This Conference requests the Government to establish Wage Boards consisting of Europeans and Africans to consider a living-wage for the Africans in Southern Rhodesia.
- (b) That any trade or business belonging to Africans should have European advice but not control.
- (c) That Native Councils should be enforced in all Reserves so as to quicken African progress in the following things : better houses, better farming methods, better roads, better transport, prevention of soil erosion, clinics, tree planting, etc.

Resolved that (a) and (c) be forwarded with the approval of the Conference but that the Conference did not think it was in a position to express an opinion regarding (b).

(17) NATIVE PURCHASE AREAS

This Conference requests the Land Board to allow employed Africans to purchase farms even if they do not occupy such farms at once, provided they have suitable managers, in view of the fact that Africans have no financial facilities at their disposal to purchase implements etc., except with their small earnings.

To be forwarded to the Land Board without any comment from the Conference.

(18) APPRECIATION OF ATTITUDE OF HOUSE OF ASSEMBLY TOWARDS AFRICAN AFFAIRS

This Conference wishes to record its sincerest appreciation to the House of Assembly for the attitude they have shown towards African affairs especially in the last session.

To be forwarded with the approval of the Conference.

(19) REV. P. IBBOTSON AND O.B.E.

This Conference wishes to associate itself with other Associations in expressing its congratulations to the Rev. Percy Ibbotson, Organizing Secretary of the Federation of Welfare Societies in Southern Rhodesia, on the recognition of his work of helping Africans shown by His Majesty the King by conferring on him the honour of O.B.E. The recognition is highly appreciated by the Africans of this Colony.

To be forwarded with the approval of the Conference.

21. AFRICAN REPRESENTATION IN THE HOUSE

The following notice of motion was put before the meeting, but after a little discussion was withdrawn by the proposer (Mr. E. G. Wyatt) :

“That until such time as the Africans have full citizenship two members be nominated as representatives to the House of Assembly. It is suggested that nominations be made by the Southern Rhodesia Missionary Conference and the Federation of Native Welfare Societies.”

22. BUSINESS

(a) NEW MEMBER—S.A.G.M.

Conference welcomes the South African General Mission into Membership again.

(b) CHANGES IN THE CONSTITUTION

In accordance with Constitution of Conference and Rules of Procedure the proposed changes submitted to the last Conference were brought to

the present Conference for discussion and final acceptance (or otherwise). Consequently the following changes become operative forthwith :

- (1) New members shall be admitted to the Conference by a two-thirds majority vote.
- (2) No new resolution of the Conference shall be regarded as binding on its members unless the vote is unanimous. Where the resolution has not been passed unanimously the number of votes for and against shall be recorded, and made known in any communication on the subject sent to other bodies ; and where the votes of any one denomination are unanimously in the minority that fact shall be recorded and stated in any communication on the subject to other bodies.
- (3) The voting membership of the Conference shall be proportionate to the number of workers of each denomination, and shall be computed as follows :
2 voting members for any number of workers up to 10 or part of 10.
1 additional voting member for the next 10 workers or part of 10.
1 additional voting member for the next 10 workers or part of 10.
1 additional voting member for any number of workers exceeding 30.
Members of the Executive do not have a vote *ex officio*.
- (4) Where the vote of the Executive Committee is not unanimous, the procedure outlined in (2) above shall be followed. Resolutions of the Executive Committee shall only be binding after ratification by the authorities of the various denominations.
(The proposal of the Rev. G. E. Hay Pluke that "the voting members shall be elected as delegates by their own Society" was withdrawn by the proposer.)

(c) FINANCIAL STATEMENT

The Financial Statement, showing a credit balance of £90 9s. 6d., was submitted by the Secretary, and adopted by the Conference.

(d) ELECTION OF OFFICERS

(i) *Executive Committee*

President: Ven. Archdeacon S. J. Christelow
Vice-President: Rev. H. H. Brubaker

Secretary & Treasurer: Rev. A. A. Louw Jun.

Assistant Secretary: Mr. E. G. Wyatt

Additional Members: Rev. E. Sundgren, Rev. F. T. Meacham, Rev. H. W. Murray, Mr. Garfield Todd, Col. Joseph Smith, Rev. T. A. O'Farrell, Rev. H. Carter, Rev. A. E. Walden, and Sister Muriel Pratten.

Alternates elected as follows:

Brig. Durman, Rev. G. E. H. Pluke, Rev. H. I. James, Rev. R. H. Clark in the above order.

(ii) *Joint Conference*

In pursuance of the new regulation approved by the Government that there be 8 official and 8 unofficial representatives of the Conferences on the Joint Conference, it was resolved that the 5 denominations indicated by the Government, viz. Roman Catholic, Dutch Reformed, Methodist, Anglican, and Methodist Episcopal, choose their own representatives each (some of whom may be Africans) and send the names to the Secretary as soon as possible; furthermore that the Rev. H. H. Brubaker be requested to get in touch with the remaining denominations with a view to the appointment of the remaining three official and three unofficial representatives for these denominations—the names to be submitted to the Secretary.

(iii) *Land Board*

The Rev. H. Carter was re-appointed as the representative of the Missionary Conference on the Land Board.

(iv) *Advisory Board*

Rev. H. Carter, Col. J. Smith, Rev. G. E. Hay Pluke, the Bishop of Southern Rhodesia, Rev. T. A. O'Farrell, with alternates Rev. A. A. Louw, Rev. F. T. Meacham, and Rev. A. E. Walden.

(v) *Secondary School Council*

The Rev. H. Carter, Rev. T. A. O'Farrell, and Mr. T. H. Barnard

(vi) *Official Correspondents*

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| <i>American Board:</i> | Rev. F. T. Meacham, Mt. Silinda |
| <i>Anglican Church:</i> | The Bishop of S.R., Box 7, Salisbury |
| <i>Brethren in Christ:</i> | Rev. H. H. Brubaker, Matopo Mission, Bulawayo |
| <i>Church of Christ:</i> | Mr. Garfield Todd, Dadaya Mission, Shabani |
| <i>Church of Sweden:</i> | Rev. E. Sundgren, Masase, West Nicholson |
| <i>Dutch Reformed Church:</i> | Rev. A. A. Louw, Pamushana Mission, Fort Victoria |
| <i>London Missionary Society:</i> | Mr. E. G. Wyatt, Hope Fountain, Bulawayo |

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|----------------------------------|---|
| <i>Methodist Church (U.S.A.)</i> | Rev. R. C. Gates, Old Umtali, Umtali |
| <i>Presbyterian Church:</i> | Adv. J. M. Greenfield, York Chambers, Bulawayo |
| <i>Methodist Church:</i> | Rev. H. H. Morley Wright, Tegwani, Plumtree |
| <i>Salvation Army:</i> | Col. J. Smith, P.O. Box 14, Salisbury |
| <i>S.A.G.M.</i> | Rev. C. Dotson, Rusitu Mission, Mel- setter |

(2) NEXT CONFERENCE

Resolved that the next Conference be held in Bulawayo, in June-July 1946, the exact date to be fixed by the Executive.

(f) GREETINGS

The Secretary was asked to send the cordial greetings of the Conference to the Rev. A. A. Louw, Sen. and the Rev. H. W. Murray.

(g) VOTE OF THANKS

In conclusion the Conference passed the following general vote of thanks :

“This Conference accords a hearty vote of thanks to all who have contributed to the success of the meetings—to the President, for his tactful and genial guidance of the Conference, to the Secretary for his faithful and efficient service, to all those who have given time and thought to the preparation of papers, and the leading of discussions, to the Methodist Church for the use of the Hall, to the Methodist Women’s Association for providing tea and refreshments, to all those who have given hospitality to the members of the Conference, to the Railway administration for generously providing concessions, to the press for their record of the proceedings of the Conference, to the Honourable the Prime Minister for giving his time and interest in opening the Conference, to the Secretary for Native Affairs, the Director of Native Education, and all other Government Officials who have been able to attend our meetings, and to all others who in any way have contributed to the success of our Conference.”

CLOSING OF CONFERENCE

Conference closed 5.10 p.m. with Prayer and the Benediction by the retiring President.

PRESIDENT'S ADDRESS

I present this address to the Conference mainly from the standpoint indicated by a pregnant phrase used by the late Professor Hoernlé for the guidance of those working in Africa, "to care for the quality of human lives", to which Mr. Rheinallt Jones adds "to protect and enrich them".

The Conference

An examination of the records of the Conference shows that the five objects of the Conference, stated in the Constitution, have in fact ruled the activities of the Conference and are all calculated to protect and enrich the lives of Africans. We have, however, touched all too lightly on matters of supreme importance and whilst we recognize that our main field is the spiritual and intellectual, we should do well to take the necessary steps to fulfil our objects by more practical joint endeavours. The great characteristic of the Conference has been the opportunity given to working missionaries to confer together and to summarize general missionary convictions with little or no emphasis on the denominational view. This has been, and I am convinced still is, the prime value of the Conference, though there are those who would like it to become a meeting of mandated representatives instructed by and responsible to their denomination. That would be another kind of gathering, not a Missionary Conference. It is possible, without digging at the roots to train the branches and produce more fruit, within the framework of the Conference. This I conceive is the direction in which we ought to move, namely by bringing into effective operation the mind of the Conference by actual work done jointly, firstly in the field of African Education and Teacher Training, but also in relation to Theological Training, Agriculture, Medical facilities, and Literature. Systematic consultation in areas (and this is where denominational representation would come in) might well lead to joint enterprise, and a measure of mutual control. In these matters we ought to have in mind not only those who have been brought within the effective influence of the Missions, but that much larger number who have not. The protection and enrichment of their lives demands increasing measures of co-operation so that available resources may be more effectively used.

We must recognize that we are being called upon to rejustify ourselves in the eyes of the Government and people of this Colony and when I say "and people" I mean both white and black, for we cannot be indifferent to the challenge which a number of Native Organizations have thrown out with regard to sectarianism, especially in the field of Education; whilst it is the majority view (and I conceive it to be a heavy majority) that the Christian religion is the true basis of Education in a Christian Colony, there is being challenged, quite rightly many of us think, the dependence on a denomination for education in given areas. That is why I want to

insist again that if we are to retain anything like our present place in the Educational policy of this Colony we must get together and widen the resources for different areas by interdenominational efforts.

Necessity for Planning

We have some solid convictions and we must carry them out by a carefully planned programme. It is our view that it is the duty of educationists to prepare men and women as well as children (as Judge Tredgold has just said at Bulawayo) for life rather than merely making a living.

If we accept it as one of our aims to render Africans capable of making their maximum contribution to the Welfare of the State as those whose lives are settled upon a solid foundation, what are we going to do about adult education?

If it is our business to enable the Africans to face unafraid the intellectual standards of modern life, are there alterations we must make in our syllabus of instruction and what are we going to do with the three-fifths of the children of school age who have no schools? If we recognize that Africans will and must examine life and become capable of an ever-increasing measure of self-direction, have we the machinery and have we the will to equal or surpass in Southern Rhodesia the Colonial Office programme for non-self-governing Colonies? After an awakening of the soul and spirit a sound literacy is the foundation for all such development, but it is difficult to see how a sound universal education will be provided without these things. First, planned co-operation between the Missions themselves and the Missions with the Government; second, a very large sum of money administered by a body of persons which shall determine parity in the needs for teachers, administrative staff and equipment of all those entitled to education, of both races; third, an increased willingness on the part of the Europeans of the Colony to recognize that many Africans are thinking deeply about their life in the land of their birth, politically and economically, in fact are thinking of themselves in terms of citizenship. The quality of human life must be the determining factor. There must be provided, the Ladder of Knowledge as well as the Wings of Faith if they are ever to give the utmost for the highest. Africans must be trained to look intelligently within and without. They must be educated until they can determine a true cause for a given effect so that the present superstition and wild guesswork will pass away. New concepts are more and more modifying the traditional views of Africans but there has not yet been reached a sufficiently high intelligence to sort them out. We have a large number who are trying to maintain unity with the old society and at the same time to accommodate themselves to the diversities of the new life. We see this in religion, marriage, and marital relationships, the treatment of disease, agriculture, and very markedly in the field of home responsibilities and relationships.

Africans and the State

We are faced too by a world-wide change of view as to the functions of the State in directing folk and meeting their needs—witness the many

controls and the Social Security plans. The well authenticated principle of the "greatest good for the greatest number" appears to require the intelligent participation of the greater number. Can one doubt that the difficulties in the way of implementing the full Atlantic Charter in Rhodesia arise from the backward development and low standards of life and intelligence of the Africans? Freedom to worship we have, but freedom of expression has been challenged; the freedoms from fear and want cannot be accomplished by a stroke of the pen. The present African home and family life and resources are a poor foundation for security and individual development. It is true surely that homes are the foundation of national well-being, that people are the State's most precious possession; and that the condition of the people themselves is the supreme test of both Government and Church. There must be broken down at an accelerated rate the domination of ignorance, superstition, disease and poverty. There is an emergent minority, but the majority of Africans are making only a small contribution to the country's good, spiritually or materially. For their own sake and for the country's this cannot be allowed to go on. The majority are heathen, the majority are uneducated, a large proportion are suffering from debilitating disease or malnutrition, the majority are unemployed or only employed part time, the majority have no conception of their place in the State, and these are facts we must take into account when we assess the other side, the success that has been won by the Churches, the education that has been given and effectively used, the advance in medical facilities and the improvement in industrial conditions and in African agriculture. It is a slow business remaking a people, and we in this Colony must not be judged and condemned by comparisons with the greatest and best of the world. At the same time the present state of our people and the world movement for betterment challenge us to review what is, and plan for what should be.

Missionary Planning

This brings me to the subject of Missionary planning as our own immediate concern. We shall be considering ways and means later in the Conference but I want to say now that the whole of Africa is under review. England and America as well as Christian Councils and Missionary Organizations in Africa are focussing attention on this Continent. Regional Conferences and ultimately an Africa Conference have been proposed and it is probable that we shall be invited to share in the proceedings of the South Central Africa section. The gathering of accurate information and the formation of wise plans will take a long time and one of the problems is finding the men and women who have the will, time and competence to convene and collate the enquiries. The Conference of Missionary Societies in Great Britain and Ireland, the International Missionary Council, and the British Council of Churches are all interested, but so far as I have been able to determine, each section of the Field is expected to work out its own plans, and it is up to us to provide the men and women, as well as the expense, of the enquiry and planning, and to

arrange for Southern Rhodesia to be represented. To form a worthy programme and the agencies to carry it out will lay fresh burdens upon us at a time when Missionary Staffs are below strength, but this is the time in the affairs of men which must be taken at the flood ; and given the forward-looking and co-operative spirit, and helped by our friends in the Union, I hope we shall do a good job of work. Some of the needs we have realized will be met in the new drive, such as the production and distribution of literature, literacy for those who have been passed by in our education system, better homes and better home-produced diet for many people, joint training of workers both within and outside our ordinary Church activities, and perhaps some activities we have never even dreamed of may be suggested and made possible by those who are desirous of knowing and sharing our work.

A Drive for Betterment

Within our own borders we welcome the Governor's Commission on Native Production and Trade. Its findings will be closely studied and placed in relation to the Church's view of the place of the Africans, their productive capacity and the needs of their families. There is money in produce and industry and the necessities and amenities of life are purchasable with that money. Africans need more, ought to have more, and intend to have more. The flow of thought in many countries is against systems which make a few rich and keep many poor. The needs of the communities within the country will have to take precedence over the idea that the motive of individual enrichment can be allowed to dominate production and employment.

We believe that the lowliest are capable of Christian character and community service : that is our faith. We believe also that the spirit and body must be rightly related in a new wholeness and wholesomeness of life, and that in consequence there must be held as the ideal that Industrialists and all employers, Government, Municipalities, all educating and healing agencies, and the Press are called upon equally with Missionaries to serve the present age and fulfil the calling of God. Let us avoid like a plague the writing off of any of these agencies in the task of regenerating the life of the Colony. We believe that the Christian religion, bringing with it Christian freedom and power, are absolutely necessary. Christian Missionaries may in future years require new qualifications and be expected to undertake new duties for the community. If that is so, new staffs of qualified experts will be necessary, and we must not be expected to undertake things which we do not know how to do.

If the ideal of the Universal Church sharing in all formative agencies is to be fulfilled then we want Christian doctors and nurses, Christian agriculturists, architects, builders, economists and social workers trained for these jobs, as well as a lot more educationalists. These things we must press upon the send-Churches and if we have the right men to do these necessary things, there is ground for believing that the Government and people of this Colony will support and encourage their efforts.

The Supremacy of Religion

The Missionary Staffs here are religious workers, some engaged in educational and medical work, but all working for redemption ends, and holding the Bible as the supreme guide for life. We want to win the best and brightest of the population for Christ's service and at the same time go to those who need us most.

In judging Africa's needs we are bound to look at the worst : in judging the possibilities we look at the best. If there is to be developed the much desired new conscientiousness in Africans it will be on the basis of Christian experience and sound knowledge. There must be new standards accepted : they are the standards of the Christian life. There are new beauties to be appreciated, new aims to be followed : but it will be exceedingly difficult to build up the ideals of the purest hearts of Africa and satisfy her most disciplined minds until European life and conduct more nearly correspond with the ideals that have for so long been our White heritage. It is generally far easier to explain Christ and His Ways to the African than it is to explain the modern character and ways of White People ; in the latter case there is so much to explain away !

We have been able to maintain our Missionary organization with reasonable effectiveness through nearly five years of War for Freedom, and right thankful we are to reflect that the end, and for us a victorious end, is nearer than it was—but our strength is not in our organization, it abides in and works through the central truth of the redemption of man through the Love of God, the restoring of qualities of faith and righteousness to men and women who have become familiar with the Lord and are trying to follow His way of life. Through the chaos of war and conflicting opinions we are still able to believe in the high potentialities of human life. Is this hot air ? The round world on which our lives are lived was once hot air, but is now trodden by Pilgrim feet. So shall it be with the ideals drawn from the teachings of Christ who believed in men and gave His Life for them.

Appendix No. 2

REPORT OF EXECUTIVE COMMITTEE

August 1942–July 1944

1. PERSONNEL

Owing to the departure of the Rev. E. G. Nightingale to Northern Rhodesia the Executive lost a very useful member since the last Conference. Mr. Nightingale's services on behalf of the Conference and the Executive Committee are highly appreciated.

2. ALTERNATE MEMBERS

With the Executive enlarged as at present to 12 members, it has become increasingly difficult for various reasons to get a full meeting of the Executive. We wish therefore to recommend to the Conference that in future a number of alternate members be elected.

3. MEMBERSHIP

In response to a resolution passed by the last Conference Archdeacon Christelow and the Secretary approached the *Roman Catholic Church* once more inviting them to re-join the Missionary Conference. We regret to report that the Roman Catholic Church has not seen its way clear to do so, and has now finally withdrawn from the Conference.

On the other hand the Executive is glad to report that the *Anglican Church*, after considerable deliberation, has decided not to sever its connection with the Missionary Conference. The changes in the Constitution proposed at the last Conference for adoption at this conference will be submitted at a later stage.

The Conference will be glad to know that the *South African General Mission*, which was previously affiliated, but had to withdraw for financial reasons, has decided to re-join the Conference.

4. GOVERNMENT RESPONSIBILITY FOR AFRICAN EDUCATION

The Committee appointed by the last Conference to consider the question of the Government responsibility for African Education will submit their findings to the Conference. At the request of the Executive Committee they have also dealt with the questions of a Uniform Salary Scale for African Teachers, Increased Salary Grants to Central Primary and Teacher Training Schools, and Equipment Grants.

5. JOINT EDUCATIONAL ADVISORY BOARDS

The following resolution of the Executive was forwarded to the different Heads of Missions :

“The Executive of the S.R. Missionary Conference strongly recommends that the Missions constituting the Conference form Joint African Educational Advisory Boards in areas throughout the country, to

consider educational development and school programmes in the area for which the Board is formed. Suggestions as to constitution and functions of such boards would be welcomed by the Executive."

This resolution will be brought before the Conference at the appropriate time.

6. CO-OPERATIVE PRINTING AND PUBLISHING

The question of printing and publishing by Missions received the attention of the Executive. It was evident that the needs for printing and publishing of the various Missions were increasing rapidly, and it was not always easy to meet those needs adequately. The Executive therefore expressed the desire that the Morgenster and Umtali Mission presses should develop in such a way that they could cope with the needs of the Missions, if possible. This request will no doubt be welcomed by the Conference.

7. REGIONAL MISSIONARY CONFERENCES

The question of forming regional Missionary Conferences in various parts of Africa was dealt with by the Executive in response to a request from the International Missionary Council. At the time (Oct. 1943) the Executive did not think immediate action was necessary. Since that date further information has been forthcoming and the Conference will be asked to express a definite opinion on the question of such regional conferences in the near future. Related to that we are asked for our views on international co-operative missionary planning for the post-war period.

8. REDUCTION OF FEES FOR PUPILS FROM THE SAME FAMILY

In response to a letter from the Rev. P. Ibbotson, organizing secretary for the Federation of Native Welfare Societies, the Executive wishes to recommend very strongly to Missions that a reduction of fees be considered when two or more pupils from the same family attend educational institutions at the same time.

9. GENERAL

Other subjects dealt with by the Executive which will come before the Conference by way of addresses or papers are the following: Social Security in relation to Natives, The African Christian Home, and the Activities of the Land Board.

10. RESOLUTIONS OF PREVIOUS CONFERENCE (1942)

The Resolutions passed by the previous Conference were duly forwarded to the various Government Departments and others concerned, and the Executive wishes to draw attention to the following replies:

(a) *Extension of Teacher Training Course* (Report, pp. 12 and 19)

This matter was referred to the Joint Conference, which passed the

following resolution : "That the resolution of the Native Missionary Conference and the comments of the S.R. Missionary Conference be rejected and that the Department be requested to extend the Primary School Course by instituting a Standard VII at approved centres." The resolution of the Joint Conference is having the consideration of the Native Education Department with a view to its adoption.

(b) *Grant towards salary of paid clerical assistant.* (Report, p. 10)

The Joint Conference agreed by 12 votes to 2 to re-affirm the Missionary Conference resolution which asked that Government should give a grant towards the payment of a Secretary in Training and Central Primary Schools. The Executive now regrets to report that the Government is not prepared to grant this request.

(c) *Salary Grants for E.I.C. Teachers* (Report, p. 10)

The reply of the Government is as follows : "In Central Primary Schools grants for E.I.C. Teachers will be on the same basis as those for E.T.C. teachers provided that the E.I.C. teachers are teaching the industrial subjects in which they took a special training."

(d) *Africanization of Public Services* (Report, p. 13)

The reply of the Government to the Conference resolution was as follows :

"The employment of Africans in the public service in their own areas is a cardinal principle of the Government's policy, and this has frequently been stated in the House, and by responsible members of the Government, at public meetings. The attention of Conference is invited to the Prime Minister's remarks on the advancement and future of the African in his statement on Native policy in Southern Rhodesia, and in particular to the following two paragraphs :

"We hope to open up a future for the more advanced African in his own areas. We urgently require more African teachers and medical orderlies in the Native areas. We are making a start with secondary education for the Africans, so that ultimately a more highly qualified teacher may be produced, and so that medical orderlies may qualify as doctors for the African areas ; the training of African midwives is going on and will be increased. We hope that, with more and better education, African storekeepers and organizers of African co-operative associations for improving African trade will come to light." "The opening for the Natives who wish to become clerks will be found in Native courts, Native Councils and in Native stores and in post offices, etc., in the Native areas when the demand justifies their establishment. We visualize African townships where all the services will be provided by Africans."

The Executive was glad that progress was being made, but expressed the view that progress would be greatly accelerated if the standard of education be raised so that more highly educated Natives would become available. The Executive also desired to support the attempts made by the Federation of Native Welfare Societies to better paid posts for Africans.

(e) *African Representatives at Joint Conference* (Report, p. 18)

This matter was referred to the Joint Conference of Missionaries and Government officials, which passed the following two resolutions :

"This Conference approves of the resolution of the African Missionary Conference that the time has come for Africans to be represented on the Joint Conference."

To this the Government replied that they have no objection to Africans being members of the Joint Conference.

"That we ask the Government to permit 16 representatives of Missions and 4 Africans from the African Missionary Conference to form the future membership of this Conference.

To this the Government replied :

1. The Government considers that 8 official delegates are sufficient representation of Missionaries on the Joint Conference but that if the Missionaries wish further representation the Government would have no objection to the Missionaries appointing an additional number not exceeding 8 unofficial representatives provided that the Government will pay at regulation rates the expenses of the official delegates only.
2. As the Joint Conference is a Conference of representatives of the Missions and members of the Native Education Department, the Government considers that Africans if appointed to the Joint Conference should be appointed by the Missions as they will be representatives of the Missions.
The suggestion that the Native Missionary Conference should have its own representation is not acceptable in view of the fact that the S.R. Missionary Conference should no longer have its own representation but that the representatives should be chosen by individual Missions and groups of Missions.
3. The Government is prepared to agree to one official and one unofficial representative from each of the following denominations :
 - a. Roman Catholic
 - b. Dutch Reformed Church
 - c. Methodist
 - d. Anglican
 - e. Methodist Episcopaland three official and three unofficial representatives from the remaining denominations carrying on school work in the Native Educational System.

(f) *Financial Support for Orphanages* (Report, p. 18)

The following reply from the Government was received :

“The Department of Native Education does at present give grants-in-aid to orphan children attending schools. It is not clear from the resolution whether an extension of the present practice is intended. If the Native Missionary Conference will forward details of the scheme which it has in mind the scheme will receive consideration.”

The Executive resolved to ask Dr. Steyn to gather information regarding what is being done at present for orphans and then to suggest some common policy for the various Missions.

(g) *Grants to Kraal Boarding Schools* (Report, p. 19, 5)

To this resolution the Government replied as follows :

“It is regretted that the Government is not prepared at this stage to make boarding grants in respect of Boarders at Primary Schools. The terms under which a Central Primary School may be established are referred to in sections 7 and 13 to 30 of the regulations—Govt. Notice 358 of 1939. It is for the Inspector upon a visit to the centre to decide on whether in his opinion the school qualifies to be classed as a Central Primary School. Such other factors as the need for the area served by the school to have a Central Primary School would be considered. It is not considered desirable to attract to these schools adult pupils, and it is regretted therefore, that an extension of the exemption from tax for pupils at these schools cannot be granted.”

(h) *Inter-denominational Schools* (Report, p. 20, 8)

The Government reply reads :

“It is pointed out that it is not the function of Government to undertake the establishment and financing of ‘inter-denominational’ schools. The establishment of inter-denominational schools is a matter for the interested denominations to agree upon, and there would be no difficulty placed in the way of Missions establishing inter-denominational schools.”

(i) *Education Facilities for Native Children on Farms and Ranches* (Report, p. 20, 9)

The following comment is made by the Secretary for Native Affairs :

“The Native Missionary Conference’s resolution asks that the S.R. Missionary Conference should investigate the position, and I think such an investigation would show that only in a very few cases are there no educational facilities available to the children of the Native tenants within reasonable distance. In cases where such facilities are not available, it appears to me that the proper course would be for any Mission body which is interested, and which is operating in the area, to apply to the land-holder for permission to conduct

classes, and if this application is favourably received, to apply to the Director of Native Education for the necessary authority under the Native Education Act. While sympathetic to the object in mind, I doubt whether my powers under Section 32 of the Land Apportionment Act could be invoked to attain the end in view. I doubt very much whether I could refuse to approve of the terms of an agreement between the Native and the land-holder on the grounds that the agreement made no provision for the schooling of the children of the tenants at the expense of the land-holder. The position might be different in the event of Native education being made compulsory."

(j) *Payment of Hut Tax by Students at Boarding Schools* (Report, p. 20)

To the Resolution of the Conference the Government replied :

"It is not considered desirable to extend tax exemption further to include all Africans, irrespective of their age, who are attending boarding schools as students. The regulations allow for the exemption of students who are in a standard not lower than III, and who are not more than 19 years old. As the exact age is not generally ascertainable, approximate ages are accepted, and if there is any doubt as to whether the student can comply with the age qualification, the matter is decided in his favour."

The Executive in reply pointed out that under present conditions it was not unreasonable to find a boy of the age of 21 in Standard VI, and therefore urged that the tax exemption age be changed to 21 at Central Primary Schools. This would remove the anomaly of a boy having to pay tax in Standard VI at the Central Primary School, and to be exempted the following year when he went to a teacher Training Institution.

(k) *Teachers' Pensions* (Report, p. 20, 11)

This matter was referred to the Joint Conference, but as the Missionary Conference itself had not considered this question before, it was resolved to ask the Missionary Conference to do so.

(l) *Women and Dipping Tanks* (Report, p. 21, 12)

The following comment is made by the Secretary for Native Affairs : "Although I have had a few complaints on similar grounds, I do not think the practice is a common one, and where it has been brought to my notice, the matter has been taken up with the District Native Commissioner. As far back as 1931 instructions were issued to Native Commissioners that pumps or other mechanical means were to be provided at all tanks where they did not already exist. All dip tanks are in charge of paid Native attendants, whose duty it is to see that the tank is filled. Where assistance to fill the tanks is necessary, the casual labour is remunerated from dip tank funds. Only in an emergency might it become necessary to call upon the users of the

dip tank to help to fill it. It would be helpful if the mover of the resolution adopted by the Native Missionary Conference could be asked to quote instances in support of his complaint."

The reply of the Secretary for Native Affairs was referred by the Executive to the Native Missionary Conference for detailed information.

(m) *Native Councils in the Reserves* (Report, p. 21, 14)

The following comment was offered by the Secretary for Native Affairs :

"Native Councils are established upon the application of the Native inhabitants of the area. Such Councils are comprised of (a) all duly appointed chiefs and headmen in the council area, (b) so many indigenous male Natives, residents of the area, as may be appointed by the Governor. The act requires that before any person other than a chief or headman is appointed the Natives of the area shall be given an opportunity of nominating suitable persons to represent their interests. There is no question of excluding educated Natives who may be suitable. Provided they are nominated at a meeting of the Native inhabitants of the area they would doubtless be appointed. If the proposal is that teachers and demonstrators, etc., should automatically become members of the council in the same way as chiefs and headmen, there are arguments against it. For instance, the 'election', or at any rate nomination of their representatives by the people themselves is a fundamental principle, and it is not considered desirable that the number of members who owe their seats on the council to their 'office' or vocation should be increased. Another objection is that in a large area the number of persons who were ex officio members might result in an altogether unwieldy council. Native teachers and demonstrators are eligible for election and in fact a number have been appointed as councillors.

(n) *Bigamy* (Report, p. 21, 15)

The following is the comment by the Secretary for Native Affairs :
"The question is an extremely complex one, but I have set it down for discussion at the next meeting of the Native Affairs Advisory Board."

(o) *Africans and the Evils of Drink* (Report, p. 22, 13)

The Executive is glad to report that the Temperance Alliance is taking up the matter.

(p) *Africans and Christian Marriage* (Report, p. 22, 16)

As Father Baker had not seen his way clear to get up the questionnaire as requested by the Conference, the Executive decided to ask the President to take up the matter.

(q) *African Chaplains* (Report, p. 23 (c))

The following reply was received from the Minister of Defence :
"This matter has been given very close consideration by the Department and the matter was originally shelved principally on the issue of personnel. There is only a limited number of men in the R.A.R. who are actually Christians, and the fact that these belong to a large number of denominations considerably complicates the situation. If, however, suitable individuals can be made available, who would be generally acceptable to a large number of denominations, the question of their appointment would be sympathetically considered."

11. DELINQUENTS

The question of delinquents who were becoming a problem at some Missions came before the Executive. It was understood that the Salvation Army generally handled such cases, as was being done in Northern Rhodesia, but to their regret they could not undertake this in Southern Rhodesia unless and until they had a suitable and approved site for such a phase of work to be fully recognized by the Government.

On behalf of the Executive Committee,

(Signed) A. A. Louw Jun.
Secretary.

MISSION SCHOOL FINANCE REPORT

By

The Rev. G. E. HAY PLUKE

Observations prepared for the Southern Rhodesia Missionary Conference 1943 from figures supplied by six Central Primary and Training Schools and six Central Primary Schools, 12 schools in all. Five different societies were represented in the Central Primary and Training School figures and five in those supplied for Central Primary Schools. Altogether nine different societies were represented.

1. CENTRAL PRIMARY & TRAINING SCHOOLS

(a) *Proportion of Expenditure borne by Government*

| | | |
|--------|---------|-------------|
| 1939 : | 45%–78% | average 54% |
| 1942 : | 36%–78% | average 47% |

For reasons other than wishful thinking, the figures for the institution showing that the Government pays 78% of their total running costs are open to question. If the figures for this institution are omitted, the proportion is as follows :

| | | |
|--------|---------|-------------|
| 1939 : | 45%–54% | average 50% |
| 1942 : | 36%–55% | average 43% |

(b) *Proportion of Expenditure borne by Pupils*

| | | |
|--------|---------|-------------|
| 1939 : | 16%–41% | average 26% |
| 1942 : | 17%–37% | average 27% |

Omitting the aforementioned institution :

| | | |
|--------|---------|-------------|
| 1939 : | 17%–41% | average 28% |
| 1942 : | 21%–37% | average 29% |

(c) *Proportion of Expenditure borne by Missions*

The Mission contribution to the running costs of the C.P. and Training Schools is not easily computed from the figures supplied. While two institutions out of 12 do make their income balance their expenditure, the other 10 do not. In six financial years out of the twenty-two reviewed, the income is greater than the expenditure, while in twelve the expenditure is greater than the income.

Assuming, as I think it is safe to do, that the expenditure not met by the Government Grant and pupils' contributions is in some way and at some time met by the missionary society concerned, the Missionary contribution to C.P. and Training Schools is as follows :

1939 and 1942 : From 5% to 39% average 22%

For the years under review it would appear that the average proportion of expenditure met by Government, Pupils and Mission is as follows :

| | |
|--------------|-----|
| Government : | 47% |
| Pupils : | 29% |
| Missions | 24% |

It should be remembered that these are averages and that in one year in one school the Mission contribution may be as low as 6% and in another year in the same school 12%, while in another school the Mission contribution may range between 33% and 35%. The financial arrangements even for different schools in the same mission vary greatly and as between one society and another the variation is even greater.

2. CENTRAL PRIMARY SCHOOLS

| | | |
|--------|--------------|----------------|
| 1939 : | Four schools | Four societies |
| 1942 : | Six schools | Five societies |

(a) Proportion of Expenditure borne by Government

| | | |
|--------|---------|-------------|
| 1939 : | 21%–46% | average 34% |
| 1942 : | 31%–53% | average 41% |

(b) Proportion of Expenditure borne by Pupils

| | | |
|--------|---------|-------------|
| 1939 : | 17%–25% | average 22% |
| 1942 : | 17%–47% | average 29% |

(c) Proportion of Expenditure borne by Missions

Again, when figures supplied do not balance expenditure with income, the contribution of the Mission is considered to be what is still to be found after the Government and Pupils have made their contributions towards the total expenditure for the year.

| | | |
|--------|---------|-------------|
| 1939 : | 19%–53% | average 44% |
| 1942 : | 15%–47% | average 30% |

The average proportion of expenditure borne by Government, Pupil and Mission for the two years under review would appear to be :—

| | C.P.S. | C.P.S. & Training |
|--------------|--------|----------------------|
| Government : | 38.6% | 47% |
| Pupil : | 26.1% | 29% |
| Mission : | 35.3% | 24% |

The approximate accuracy of these figures with regard to the Government's contribution is confirmed by the fact that when compared with those supplied to the last Conference, which were derived from quite a different set of figures, there is a very close correlation.

Average Proportion borne by Government :

| | |
|---------------------------|--------|
| 1942 Conference | 40–45% |
| 1944 Conference | 42% |
| (Both classes of Schools) | |

It seems safe to say that the Government met approximately 46% of C.P. and Training School costs and approximately 37% of our C.P.S. costs.

3. PROPORTION OF EUROPEAN SALARIES BORNE BY GOVERNMENT

C.P. & Training: 52% to 80% average 68%

One intitution where actual salary costs are not given is not included in this figure.

C.P.S.: From 17% to 100% average 52%

For both classes of Schools: 60%

1942 Conference: 61.4%

4. PROPORTION OF AFRICAN SALARIES BORNE BY GOVERNMENT

C.P.S. & Training Schools: From 45% to 84% average 63%

Central Primary Schools: From 47% to 91% average 70%

For both classes of Schools: 66%

1942 Conference: 68%

CONSTITUTION OF CONFERENCE

AIM AND OBJECTS

1. To promote Christian Missions in Southern Rhodesia.
2. To encourage fraternal intercourse and co-operation amongst ministers, missionaries, and others interested in Mission Work, and to excite a deeper sympathy with missionary operations amongst the Colonists generally.
3. To further the education and general advancement of the Native people.
4. To collect missionary information and to consider all questions that may bear, through legislation or otherwise, upon the religious, educational, or economic interests of the Natives.
5. To consult and advise on methods of missionary work, with a view to securing, as far as possible, uniformity of action by the various Societies in dealing with Native customs ; and in order unitedly to represent the missionary viewpoint to the Government and its officials.

MEMBERSHIP AND VOTING

1. The Conference shall consist of ministers and other missionary workers in connection with any Society or Denomination operating in Southern Rhodesia which has been admitted to the Conference by a two-thirds majority vote.
2. Each Society which is in membership with the Conference shall pay an annual subscription of £4 4s. Any Society which fails to pay its subscription for two consecutive years shall forfeit its right to membership with the Conference.
3. The voting membership of the Conference shall be proportionate to the number of workers of each denomination, and shall be computed as follows :
 - 2 voting members for any number of workers up to 10 or part of 10.
 - 1 additional voting member for the next 10 workers or part of 10.
 - 1 additional voting member for the next 10 workers or part of 10.
 - 1 additional voting member for any number of workers exceeding 30.Members of the Executive do not have a vote *ex officio*.
4. All members shall be entitled to speak, but only the accredited voting members of each Society shall be entitled to vote. The voting members shall be elected by their own Society, and their names handed to the Secretary at the beginning of each Conference.
5. No new resolution of the Conference shall be regarded as binding on its members unless the vote is unanimous. Where the resolution has not been passed unanimously the number of votes for and against shall be recorded, and made known in any communication on the subject sent to other bodies ; and where the votes of any one denomination are unanimously in the minority that fact shall be recorded and stated in any communication on the subject to other bodies.
6. Where the vote of the Executive Committee is not unanimous, the procedure outlined in (5) above shall be followed. Resolutions of the Executive Committee shall only be binding after ratification by the authorities of the various denominations.

EXECUTIVE COUNCIL

1. At the close of every meeting of the General Conference an Executive Council shall be chosen, consisting of a Chairman, Vice-Chairman, Secretary, and nine other members, one of whom shall be a lady member.

2. Each denomination shall be invited to nominate one member for election on the Executive, which, however, does not preclude further nominations from the open Conference. Election shall be restricted to voting members only.
3. In order to secure the vital principle of continuity on the Executive, four members shall retire by rotation at each Conference, but shall be eligible for re-election.
4. As far as funds allow, the travelling expenses of the members of the Executive shall be paid to the Executive meetings.
5. In the event of a vacancy occurring on the Executive Council by death, removal, resignation, or inability to attend, the Executive Council is empowered to fill the vacancy or vacancies from members of the Missionary Conference.

ALTERATION OF CONSTITUTION

Every proposed alteration in the Constitution of the Conference shall be proposed at one Conference and submitted at the following Conference, and shall then be carried only by a majority of two thirds of the voting members of the Conference.

RULES OF PROCEDURE

OPENING OF CONFERENCE

1. Opening Prayers.
2. Roll Call of Members entitled to vote.
3. Declared duly constituted by President. Hours of session announced.
4. Presidential Address.
5. Order of Agenda announced.
6. Election of Assistant Secretaries for the Conference.

DAILY ORDER OF PROCEEDINGS

1. **Prayers.**
2. **Routine :**
 1. Reading, correcting, and confirming of minutes.
 2. Presenting reports of Committees, etc.
 3. Asking questions of which notice has been given (to be presented in writing).
 4. Notice of motions (presented in writing).
 5. Giving notice of questions to be asked.
 6. Unopposed motions (to be put in writing).
3. **Order of the Day.** Any orders of the day not disposed of previous to the adjournment of the Conference shall be set down on the order paper for the next day of session, next after the order for that day.

GENERAL CONDUCT OF BUSINESS

1. **Quorum.** A quorum shall consist of not less than half the number of members entitled to vote.
2. **Meetings open to the public.** Exceptions. It shall be in the power of the President, by request of the Conference, to order proceedings to be conducted with closed doors.

3. **Absence of the President.** In the absence of the President the Vice-President shall preside, and in the absence of the Vice-President any available member of the Executive
4. **Voting.** Every member of the Conference shall be entitled to speak, but only elected members may vote.
5. **Order of the Agenda.** This shall be arranged by the Executive.

RULES OF DEBATE

1. **Members about to speak** shall rise and address the Chair.
2. **Rising to order.** A member may rise at any time to call attention to a point of order. All questions of order shall be decided by the President.
3. **The President shall confine each speaker to the subject matter** of the debate, and for continual irrelevancy may call upon him to discontinue his speech.
4. **Address from the President.** An address from the President shall be in order at all times.
5. **Voting.** The manner of voting to be at the discretion of the Chairman, who has a casting vote.
6. **Time limit of speeches.** The President may, at his discretion, declare a time limit on speeches delivered by members of the Conference other than the proposer and seconder of any motion.
7. **No member to speak twice** except by leave of the Conference. The proposer of an original motion shall have the right to reply, the seconder having the right to reserve his speech to any period of the debate.
8. **Going into Committee.** It shall be competent for the Conference to go into Committee on a majority vote at any time for the free discussion of any subject.
9. **Motions in writing.** All motions to be seconded, and considered to be before the Conference when reduced to writing.
10. **Motion to divide and adjournment of debate.** A motion "that the Conference do now divide" or "that the debate be now adjourned" shall be always in order, if made by any member of the Conference, and, on being moved and seconded, it shall be immediately determined without discussion.
11. **Previous motion.** When debate on a motion has been concluded and the President is about to put the question to the vote, any member who considers that it is not desirable for the Conference to record a vote on the question in the form now before it may move: "That the Conference now pass to the next order of the day." If seconded, this shall be put from the Chair without discussion. If the vote of the Conference be in the affirmative, the question which was about to be put shall be dropped and no vote recorded; but such subject may again be entertained upon due notice being given. If the vote of the Conference be in the negative, then the motion under discussion shall be put to the vote immediately.

CLOSE OF CONFERENCE

Election of Officers and Committees.
Votes of Thanks.
Prayer.

CONFERENCE MEMBERS PRESENT

The Conference was constituted as follows :

American Board: Rev. F. T. Meacham (Exec.), Rev. J. S. Marsh, Mrs. Marsh, Mrs. Meacham, Miss I. E. Craig (Exec.)

Anglican Church: Ven. Archdeacon S. J. Christelow (Exec.), Rev. E. Paterson, Rev. R. H. Baker, Rev. P. Mason, Rev. R. G. Clarke

Brethren in Christ: Rev. H. H. Brubaker (Exec.), Rev. J. E. Hershey, Rev. J. P. George, Rev. A. Breneman

Church of Christ: Mr. Garfield Todd (Exec.), Mrs. Todd, Mr. F. L. Hadfield

Church of Sweden: Rev. E. Sundgren (Exec.), Rev. A. J. Bergman, Rev. A. Albrektson, Mr. G. Linell

Dutch Reformed Church: Rev. A. A. Louw Jun. (Exec.), Dr. W. J. van der Merwe, Mr. T. H. Barnard, Rev. J. Jackson, Rev. S. K. Jackson

London Missionary Society: Mr. E. G. Wyatt (Exec.), Rev. W. W. Anderson, Mrs. Anderson, Rev. P. King, Rev. A. E. Walden

Methodist Church (U.S.A.): Rev. T. A. O'Farrell, Rev. H. I. James, Rev. R. C. Gates, Miss I. Scovill

Methodist Missionary Society: Rev. H. Carter (Exec.), Rev. H. H. Morley Wright, Rev. J. G. Soulsby, Sister Muriel Pratten, Miss W. D. Warwick

Salvation Army: Col. J. Smith (Exec.), Brigadier Thos. Durman, Major G. Sadler, Major Thos. Lewis

South African General Mission: Miss M. E. Doner

Other Members present :

Anglican Church: Rev. R. Holderness, Rev. A. D. Bailey

Brethren in Christ: Miss K. Wengert, Mrs. H. H. Brubaker

Church of Sweden: Mrs. A. Albrektson, Mrs. E. Sundgren, Miss E. Larsson, Miss G. Forsberg

Dutch Reformed Church: Mr. C. Brand, Mrs. A. A. Louw, Mrs. J. Jackson Miss W. Crouse

Methodist Church (U.S.A.): Rev. P. Hassing, Mrs. Hassing, Rev. G. A. Roberts, Mrs. R. C. Gates

Methodist Missionary Society: Rev. G. E. Hay Pluke, Rev. H. Ibbotson, Sister D. Teare, Mrs. H. Carter

Visitors present on various occasions :

Mr. T. P. Bevan, Secretary, British & Foreign Bible Society, Mr. H. H. D. Simmonds, Secretary for Native Affairs, Mr. G. Stark, Director of Native Education, the Hon. L. B. Fereday, Minister of Mines, Captain Jennings, Director of Native Lands ; and other interested friends who honoured the Conference with their presence.

